

SUPPORT TO THE HIV/AIDS RESPONSE IN ZAMBIA II (SHARe II)



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Acronyms

AB	Abstinence, Be Faithful
AIDS	acquired immunodeficiency syndrome
ART	anti-retroviral therapy
CA	cooperative agreement
CAPAH	Coalition of African Parliamentarians against HIV & AIDS
CBA	cost-benefit analysis
CBO	community-based organization
CDC	Centers for Disease Control and Prevention
CHAMP	Comprehensive HIV/AIDS Management Program
COP	Country Operating Plan
CT	counseling and testing
DATF	District AIDS Task Force
DCoP	Deputy Chief of Party
FAWEZA	Forum for African Women Educationalists in Zambia
FAZ	Football Association of Zambia
FBO	faith-based organization
GBV	gender-based violence
GDA	Global Development Alliance
GRZ	Government of the Republic of Zambia
HIV	human immunodeficiency virus
HMIS	health management information system
HOC	House of Chiefs
HR	human resources
JSI	JSI Research & Training Institute, Inc.
IGA	income-generating activity
IMSF	Inter-Ministerial Stakeholders Forum
IR	Intermediate Result
KAP	knowledge, attitudes and practices
LAZ	Law Association of Zambia
LBF	Lower Business Forum
LTA	Livingstone Tourism Authority
MAL	Ministry of Agriculture and Livestock
MC	male circumcision
MCP	multiple and concurrent partners
MCTA	Ministry of Chiefs and Traditional Affairs
MCTI	Ministry of Commerce, Trade and Industry
M&E	monitoring and evaluation
MHA	Ministry of Home Affairs

MLYSG	Ministry of Labor, Sports, Youth and Gender
MOF	Ministry of Finance
MP	Member of Parliament
MTWSC	Ministry of Transport, Works, Supply and Communications
MIBT	Ministry of Information, Broadcasting and Tourism
NAC	National HIV/AIDS/STI/TB Council
NARF	National HIV/AIDS Reporting Framework
NASF	National AIDS Strategic Framework
NGO	nongovernmental Organization
NRFZ	National Royal Foundation of Zambia
OD	organizational development
OHPS	Other Policy Analysis and System Strengthening
OVC	orphans and vulnerable children
PATF	Provincial AIDS Task Force
PC	palliative care
PEP	post-exposure prophylaxis
PEPFAR	President's Emergency Plan for AIDS Relief
PLWH	people living with HIV
PMTCT	prevention of mother-to-child transmission
PPP	public-private partnership
SHARe	Support to the HIV/AIDS Response in Zambia
SHARe II	Support to the HIV/AIDS Response in Zambia II
SO	strategic objective
SSCI	Seed Certification and Control Institute
TOR	terms of reference
USAID	United States Agency for International Development
USG	United States Government
ZamAction	Zambia Action against HIV/AIDS
ZAWA	Zambia Wildlife Association
ZBCA	Zambia Business Coalition on HIV/AIDS
ZDHS	Zambia Demographic and Health Survey
ZSBS	Zambia Sexual Behavior Survey
ZHECT	Zambia Health and Education Communication Trust
ZINGO	Zambia Interfaith Networking Organization
ZWAP	Zambia Workplace HIV/AIDS Partnership

I. Program Overview

The USAID-funded Support to the HIV/AIDS Response in Zambia II (SHARe II) project was signed on November 9, 2010 for a five-year period extending through November 4, 2015. SHARe II is implemented by John Snow Inc. (JSI) and partners: Initiatives Inc.; LEAD Program-Zambia; Zambia AIDSLaw Research and Advocacy Network (ZARAN); Zambia Interfaith Networking Organization on HIV (ZINGO); and Zambia Health Education and Communication Trust (ZHECT).

SHARe II Project Purpose

The purpose of the SHARe II project is to support and strengthen the multi-sector response to HIV and AIDS and contribute to the achievement of the USAID/Zambia Mission strategic objective to reduce the impact of HIV/AIDS through Multi-Sector Response, and ultimately, the attainment of GRZ's vision of a 'nation free from the threat of HIV/AIDS'. SHARe II builds upon successes, innovations and best practices, including those from SHARe I, and works through strategic coalitions and partnerships with the National AIDS Council (NAC) and other stakeholders to support Zambia's HIV/AIDS response efforts, and thus contributing towards the attainment of Zambia's vision of a 'nation free from the threat of HIV/AIDS'.

SHARe II Vision and Mission

The SHARe II Vision is an enabling environment that supports an equitable and sustainable HIV/AIDS multi-sectoral response at all levels. The SHARe II Mission is to serve as a catalyst in the development of a sustainable HIV/AIDS multi-sectoral response at all levels, through innovative leadership involvement, an improved policy and regulatory environment, effective structures for coordination, collaboration and technical support, and enhanced workplace programs, to reduce the impact of HIV/AIDS in Zambia.

SHARe II Project Goal

SHARe II's Goal is to support the GRZ's vision of "a nation free from the threat of HIV/AIDS," and work in partnership with the NAC and other GRZ agencies and institutions, Cooperating Partners, and other stakeholders and partners to support efforts to mitigate the impact of HIV/AIDS in Zambia.

The SHARe II project addresses the following Intermediate Results (IRs) under SO9 in the USAID/Zambia Country Strategic Plan FY2004 – 2010:

IR9.1 Reduced HIV/AIDS Transmission: Including HIV/AIDS prevention through workplace programs;

IR9.2 Improved Care and Support for People living/affected by HIV/AIDS: Including support to PLHIV groups, stigma reduction, and human rights advocacy for people living/affected by HIV/AIDS, especially females, and promoting care and support through workplace programs;

R9.3 Strengthened capacity of key sectors to mitigate the HIV/AIDS Impact: Including support to coordinating structures at National, Provincial & District level; and

IR9.4 Improved Policy and Regulatory Environment: Including advocacy for improved policies and actions, and support to development of HIV/AIDS workplace policies.

SHARe II Project Objectives

To achieve success toward realizing these IRs, SHARe II has the following four project objectives or tasks:

Objective 1: Strengthen and expand leadership involvement in HIV/AIDS and improve the policy and regulatory environment;

Objective 2: Strengthen organizational and technical capacity of coordinating structures to sustain the HIV/AIDS response;

Objective 3: Strengthen and expand HIV/AIDS workplace programs;

Objective 4: Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders

II. Activities Undertaken During the Quarter by Objective

Objective 1: Strengthen and Expand Leadership Involvement in HIV/AIDS and Improve the Policy and Regulatory Environment

Through this objective, SHARe II strengthens and improves the overall HIV/AIDS response environment to enable and facilitate the scale-up of a sustained and appropriate, multi-sectoral HIV/AIDS response, through engagement, mobilization and equipping of leaders at all levels with the necessary skills to be effective change-agents, and through strengthening and supporting the enactment, formulation, and implementation of appropriate HIV/AIDS-related policies and laws.

I. Strengthen and Expand Leadership Involvement

SHARe II works with political, traditional, religious, and other influential opinion-leaders (musicians, sportsmen etc.) using tailored packages of interventions to increase their leadership and participation in HIV/AIDS on two main levels. At the structural level, SHARe II provides technical support to leaders, to enable them to deal with structural factors that increase HIV

vulnerability and hamper the HIV/AIDS response, including providing technical support to leaders to formulate and enact appropriate HIV/AIDS-related policies and laws; technical guidance for providing leadership to change harmful socio-cultural practices and norms; and advocacy support to increase local resource allocation for the national HIV/AIDS response. SHARE II also work with leaders at the behavioral level to build skills and competencies to use their vast authority and reach to enhance the HIV/AIDS response by leading efforts to discourage harmful behaviors such as multiple concurrent partnerships, gender-based violence, and property-grabbing from widows and orphans, and to promote helpful interventions such as condom use, male circumcision, couple HIV testing and counseling, PMTCT, and early entry into HIV care and treatment.

Identifying Stakeholders and Agreeing Mechanisms of Collaboration

SHARE II identified most of its key HIV/AIDS leadership stakeholders during the first three quarters of 2011. The process is however an ongoing one as more stakeholders are identified and come on board. During this quarter, which followed the tripartite elections, SHARE II engaged the new and old MPs, including those from the thirty focus chiefdoms that SHARE II will work with. Two introductory meetings were held with these new stakeholders, and are describe in more detail later in the report.

HIV/AIDS Leadership Support to Traditional Leaders

SHARE II works with the traditional leadership in Zambia to strengthen their leadership of chiefdom level HIV/AIDS responses, and to equip them to act at national level as a key advocacy voice for the people of Zambia on issues of HIV/AIDS. SHARE II works with traditional leadership at two levels: at national level through the National Royal Foundation of Zambia (NRFZ) and at individual chiefdom-level to build leadership capacities in 30 selected chiefdoms.

National Royal Foundation of Zambia (NRFZ): During the previous quarter SHARE II held a meeting in Lusaka with nine out of ten (one member was unable to attend) NRFZ executive committee members to introduce the SHARE II HIV/AIDS leadership scope of work and explore modalities of collaboration. In the quarter under review, SHARE II continued to maintain a relationship with the NRFZ. A proportion of the NRF members' chiefdoms are part of the 30 SHARE II focus chiefdoms. Consultations are on going with the Ministry of Chiefs to find the best way to work with the NRFZ. During the next quarter SHARE II will continue to engage the NRFZ to firm up strategies and plans for collaboration.

SHARE II Package of Support to the Chiefdoms: SHARE II provides a package of HIV interventions tailored to the needs of each chiefdom, which includes:

- Identifying chiefdom priorities through a community capacity assessment process and a participatory strategic planning process for chiefdom development and poverty-reduction, that mainstreams HIV as a developmental issue;
- Enabling key chiefdom leaders (chief and his/her chiefdom council, and political, religious, and other influential opinion-leaders) and equipping them to provide leadership on HIV issues including correct HIV messaging, leading advocacy, addressing issues of gender and HIV, putting in place local HIV impact mitigation measures, and leading efforts for community resource mobilization;

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- Improving the legal protection of women and girls by training customary law local court magistrates to appropriately handle and refer HIV-related cases and providing training in gender and HIV/AIDS for other leaders;
 - Strengthening community HIV coordination mechanisms by linking the chiefdom response to the national efforts through district-level coordination structures; and
 - Economic strengthening support to informal sector workers in the community, through combined HIV and entrepreneurship training, to increase individual/household economic resiliency to HIV.

Meeting with the Minister of Chiefs and Traditional Affairs: During the quarter under review SHARE II paid a courtesy call on the Minister of Chiefs and Traditional Affairs to brief her on the work SHARE II is doing in the chiefdoms and to learn from her, the government's focus and the direction regarding development in the chiefdoms. She confirmed that SHARE II was in line with GRZ's Decentralization Policy that empowers traditional rulers and their communities. She informed SHARE II, that the government was going to create Village and Ward Councils that will work with the District Planning authorities to bring development to the chiefdoms. She also said that some of the laws that apply to traditional leaders such as the Chief's Act are going to be reviewed to make them more applicable and relevant to the present times. She hoped that the model of development implementation that mainstreams HIV/AIDS that SHARE II has started will be replicated and expanded to the rest of the 286 chiefdoms in the country and intimated that the government would source additional funding for this work. SHARE II is prepared to provide technical advising for expansion of the model, and can also provide TA and advising in law review, and broaden the scope to other laws that impact both traditional affairs and HIV/AIDS. Since this meeting SHARE II has continued to dialogue and build relationships with the Minister and the Permanent Secretary. SHARE II has been asked by the Minister to go and make a presentation to the rest of the staff on how the Ministry and SHARE II will collaborate and work on areas of mutual interest. The meeting will take place during the next quarter.

Meeting with Chiefs and their Members of Parliament: SHARE II recognizes that traditional chiefs and Members of Parliament share the same constituencies and share the same concerns about development in their communities. Chiefs wield a lot of power and influence; they can summon MPs to appear before them at any time. SHARE II invited the 30 chiefs it works to a meeting to introduce the SHARE II program. In order to ensure that the MPs who represent these chiefdoms also attended the meeting, SHARE II requested the chiefs to invite their MPs to the meeting – the strategy worked and the meeting was very well attended and those who attended stayed for the duration of the meeting! The meeting aim was to fully explain the SHARE II program to the invited traditional and political leaders with the following specific objectives:

- To bring together chiefs and MPs from the same constituencies and chiefdom to introduce the SHARE II program and ensure that key chiefdom leaders are all aware of the program from the outset and have the same understanding and expectations
- To discuss and agree the roles and responsibilities of SHARE II, the chiefs and the MPs in the implementation of the program
- To provide an opportunity and avenue to share experiences and lessons learned from some of the chiefdoms SHARE II has worked with in the past.

At this meeting, SHARe II learned that this was the first meeting that had ever brought several chiefs and MPs under one roof to discuss issues of development and HIV/AIDS in their chiefdoms and constituencies. Because chiefdom and constituency boundaries do not always neatly align, some chiefdoms, such as the Nkomeshya chiefdom of Her Royal Highness Chieftainess Nkomeshya Mukamambo II have more than one MP; Chieftainess Nkomeshya attended the meeting with all the three MPs from her chiefdom. The meeting was opened by the Deputy Minister for Chiefs and Traditional Affairs who highlighted the importance of the program and how the program was in line with government's vision of working with and developing traditional governing structures. She reminded the audience about the role that traditional leaders play as custodians of the customary law and how they are able to amend laws to change social norms and how they can discourage behaviors that drive the HIV/AIDS epidemic and hinder development. She also reminded the MPs of their role of representing the people and that they should take people's concerns to parliament and advocate for issues that will change the lives of the people.

Senior Chief Nzamane of Mfumbeni Royal Establishment in Chipata and Chief Nalubamba of Mbeza Royal Establishment in Namwala district shared with the chiefs and MPs how their chiefdoms have benefited from working with the predecessor SHARe project. They described how the community developmental planning process was carried out in their chiefdoms, the transformation and empowerment of the communities after undergoing the participatory planning process and they gave specific examples of what is happening in their respective communities. Chief Mukuni of Mukuni Royal Establishment in Kazungula District and Chief Chikanta of Chikanta Royal Establishment of Kalomo District shared their views on how the current SHARe II project has worked with them, from making a community diagnosis of their current capacities to effectively handle issues of development and HIV/AIDS, to the community developmental action planning (CoDAP) to find local and other solutions to the identified issues. They were both proud of what has been achieved so far within their chiefdoms and expressed their determination to foster more coordinated development in their chiefdoms and grasp the opportunity to effectively respond to HIV/AIDS in their communities.

The forum gave an opportunity to the chiefs and the MPs to interact with each other. They all agreed that this was the first time such a forum where MPs and their chiefs came together to discuss development in their areas had been held. Some MPs who are not part of the 30 chiefdoms, but heard about the meeting from colleagues came to attend the meeting too. There was a great demand from the participants to have the program extended to all the 286 chiefdoms in the country. The Deputy Minister, who like the rest of the participants stayed for the entire duration of the meeting, assured the participants that the government will source for funding to reach all the chiefdoms. The MPs committed themselves to be part of the Chiefdom Capacity Assessment (CCA) process and the Community Development Action Planning (CoDAP) that will take place in their respective chiefdoms.



Figure 1: Senior Chieftainess Nkomeshya with Hon Sylvia Masebo MP, one of the three MPs from her chiefdom at a meeting held at Mwiza Lodge, December 12, 2011.

SHARe II Approach to Initiating Chiefdom Support: In terms of approach, the entry-point for SHARe II interventions in the chiefdoms is a participatory development and poverty-reduction strategic-planning process that mainstreams HIV/AIDS as a developmental issue (poverty is a key driver of HIV/AIDS in Zambia) and a chiefdom capacity assessment (CCA) that assesses leadership capacities and competencies to lead HIV/AIDS responses, and also assesses community capacities and competencies to implement and participate in HIV/AIDS programs. The two processes require the involvement of the chief, the village headmen in the chiefdom, religious leaders, the chiefdom Member of Parliament and other influential leaders in the chiefdom. Some aspects of the CCA require the participation of ordinary community members. Chiefdoms that have undergone these two processes approach HIV/AIDS very differently – they understand what they have to do why, and with this understanding, are more committed to supporting HIV/AIDS interventions. Because the process is participatory, the chiefdoms are guided to define their own problems and assisted two come up with their own locally relevant solutions. A key success of these two processes is gaining leadership understanding of the structural factors, such as poverty and gender inequalities, that drive HIV/AIDS and helping them to come the realization that they have to act at the structural level to deal with the these factors, and also that they have to act at other levels to support behavior change to prevent HIV transmission and promote greater uptake of HIV-related services. It becomes much easier for HIV implementers and other development partners to work

in these chiefdoms because these chiefdoms are already primed and ready to improve on their own, and understand the value of technical support and partnerships towards achieving their strategic goals.

Chiefdom Capacity Assessment (CCA) and Community Development Action Planning (CoDAP) for Mukuni Chiefdom: During the quarter under review a CCA that included Focus Group Discussions (FGDs) and individual surveys with ordinary community members, was conducted in Mukuni Chiefdom in Southern Province. Mukuni chiefdom, like the other two chiefdoms SHARe II worked with in the last quarter, scored very poorly in the HIV/AIDS response area. The CCAs and FGDs revealed that people in the chiefdoms, even rural chiefdoms are able to identify the local drivers of HIV/AIDS in their chiefdoms. However they also revealed that there is a critical knowledge gap when it comes identifying specific ways to prevent HIV transmission. The chiefdom scored very poorly in governance issues and on documentation processes and procedures – chiefdom actions, decisions, and mores are not written down, but rather tradition, customs and many other things are passed on orally. Mukuni chiefdom is endowed with natural resources and can raise sufficient financial resources through its development trust but the chiefdom does not yet have mechanisms in place to ensure effective trickle-down of these resources to benefit the ordinary people in the chiefdom and to fund developmental projects of communal benefit in the chiefdom. The CCA process in Mukuni was followed by the CoDAP. This process is transformational, liberates and empowers the community, they become more aware of what is happening around them, what natural resources are available, what they can do for themselves and how they can work with the chiefs to benefit from the resources that are in their chiefdom. They begin to ask questions and try to find answers to these questions. The community leaders felt the process required the participation of all the leaders and they did not want anyone to miss out. They begin to see the need for getting involved in their affairs without always relying on outside help but they also begin to see the need for partnership with other stakeholders. Participants begin to see the linkage between HIV/AIDS and development. Issues of gender inequalities, child abuse, customary laws and traditions that fuel the spread of HIV are debated at great length. For sustainability purposes, the leaders appreciate the need for cost sharing. During the CCA and the CoDAP processes, the chiefdoms accommodate those coming from far areas by contributing food to cater for everyone. After the community development planning process, the next step will be to take the written plans back to the people so that they can verify what is in the document. A final copy of the plan will be written and launched by the chiefdom.

Social Mobilization Events in Chikanta and Mukuni Chiefdoms: Traditional ceremonies are held in high regard in most of the Zambian societies, they form an integral part of their culture. It is a social event that brings people in the community together to celebrate a cultural inheritance. Some of these ceremonies are characterized by a lot of beer drinking and illicit sexual behavior. SHARe II sees an opportunity for using the traditional ceremonies in the chiefdoms to inform the people about HIV/AIDS, give out appropriate messages that are culturally acceptable and to provide HIV/AIDS and other health related services to the people. HIV/AIDS messaging, condom distribution, testing and counseling, blood pressure checks, blood sugar and other services are provided. During this quarter, SHARe II supported Mukuni and Chikanta Lwiindi Ceremonies. Below is a picture taken during the ceremony at Mukuni Lwiindi ceremony, celebrating the rich cultural heritage of Zambia that can also be harnessed to fight HIV/AIDS.



Figure 2: Women, singing in worship to the ancestral spirits prayers at the grave and shrine in Mukuni Chiefdom are an integral part of the Lwiindi ceremony.

HIV/AIDS Leadership Support to Members of Parliament (MPs)

Meeting with Deputy Clerk of the National Assembly: During the last quarter, SHARe II held a meeting with the Deputy Clerk of the National Assembly and her team to discuss ways of engaging parliamentarians and getting their support in the HIV/AIDS response. SHARe II explained to the Deputy Clerk, the three levels that SHARe II envisaged to engage the MPs. This would be

- At the community level where MPs interact with their constituency leaders during CCA and CoDAP meetings. Here they would gather relevant concerns of the people, which they would take as advocacy issues to parliament.
- SHARe II will provide workplace HIV/AIDS programs to workers at parliament and
- MPs through CAPAH would advocate for increased resource allocation to HIV/AIDS in Zambia. IV It was resolved at this meeting that SHARe II should hold a one-day leadership engagement workshops for MPs to discuss the state of the epidemic in Zambia, drivers of the epidemic and consequences for not getting the leaders involved.

Briefing new MPs on HIV/AIDS and their Leadership Role in the HIV/AIDS Response: The Clerk of the National Assembly invited SHARe II to give an HIV/AIDS update to the newly elected

MPs to prepare them for work related to HIV/AIDS. MPs from various political parties attended the meeting. Notably among those who attended were the Deputy Speaker of the National Assembly, several Ministers and Deputy Ministers, and some CAPAH members. This was one in a series of engagement meetings for MPs to help them understand the Zambian epidemic and where we stand as a country. The Chairman of NAC, Bishop Joshua Banda made a presentation on the state of the epidemic in Zambia. SHARE II staff made presentations on the drivers of the epidemic and discussed the role of MPs in the HIV/AIDS response in Zambia. The discussion that followed clearly indicated to SHARE II that there is much work to be done to equip leaders both for their leadership roles in HIV/AIDS, both from a basic HIV/AIDS information point of view and understanding of roles and responsibilities. The level of interest exhibited and the actions (one male MP went for circumcision together with all his sons) taken afterwards also clearly indicated that there is an opportunity to greatly increase MP participation and leadership in HIV/AIDS.



Figure 3: MPs listening to a presentation during the HIV/AIDS Leadership Engagement Meeting for MPs held by SHARE II

Involving MPs and other Political Leaders in the Community Planning Process: MPs play an important role in the community. When MPs and chiefs work together, the community is motivated to work harder to bring development to their area and they feel their concerns are being listened to. SHARE II, this quarter, started involving MPs and councilors to be part of the planning process in their constituencies. This proved to be a key factor in the chiefdom work that SHARE II is doing. The MPs listened to the concerns of the people, gave their input right there but above all, they now understand what the community is going through and it will make it easier

to advocate for HIV/AIDS and other developmental issues raised. Another potential benefit in this scenario is the fostering of closer ties between the MP and the chief. Some of the MPs contributed food during CCA and CoDAP.

HIV/AIDS Leadership Support for Influential Opinion-Leaders

Zambia Association of Musicians (ZAM): Building on the success of the predecessor SHARE project that worked very successfully in the HIV/AIDS response with influential young opinion leaders, especially musicians, SHARE II is working with musicians to get them more organized so that mainstreaming of HIV/AIDS into their music and performances can become a more organized activity and they in turn could become an integral partner in the HIV/AIDS response in Zambia. During the quarter under review, SHARE II worked with ZAM to come up with their first strategic plan. This was a follow-up to the OCA that was held last quarter. The ZAM executive has shown a lot of commitment to this process and managed to raise funds to co-fund the activity with SHARE II. There has been commitment and enthusiasm from the present members of the executive who want to move their Association forward. SHARE II will work with the musicians to enable them reach out to their members and audiences with HIV/AIDS messages that impact positively on the HIV/AIDS response. Since working with them on the strategic plan, the ZAM is now better organized. They are hoping to launch their strategic plan at their Annual General Conference set for the next quarter.

Development of a HIV/AIDS Leadership Training Manual

SHARE II is building the capacity of leaders to understand and address issues of HIV/AIDS to enable them reach out to their constituencies with correct messages and to enable them to lead by example. We also expect that as capacity is built, it will enable leaders to identify local community resources and/or advocate for more local national resources towards the HIV/AIDS response. In order for the leaders to do this, they need to have a basic understanding of the HIV/AIDS epidemic in Zambia and the HIV/AIDS response, and require training in other related areas, including HIV messaging, advocacy, issues of gender as it relates to HIV as well as HIV-related stigma and discrimination. A key aspect of SHARE II support is sustainability and ensuring that communities build skills and capacity that will enable them to initiate and sustain local development. SHARE II is developing training manual and curriculum that will cover some of these topics, building on the HIV/AIDS Leadership Messages already developed, to ensure correct and consistent messaging, across all leadership categories. During this quarter, SHARE II moved the process of developing the HIV/AIDS Leadership Manual forward. A module on legal issues affecting governance and decision-making in the chiefdoms was added during this quarter. Traditional leaders do not know or understand laws that govern them. SHARE II decided to include this in the manual, which has reached an advanced stage with input from various staff members in the project. It is now being finalized so that it can be peer reviewed by the SHARE II team and then passed on to NAC and USAID for concurrence. The manual will be translated in the main Zambian local languages so that it can be used to train traditional leaders in the chiefdoms..

HIV/AIDS Leadership: Collaboration and Coordination

Collaboration with USG and other Partners in the Chiefdoms: During the quarter under review SHARE II explored further areas of collaboration with other partners. SHARE II extended

an invitation to ZPI to join them in the field, during the Mukuni CoDAP. SHARe II invites the local NGOs working in the chiefdom to attend CCAs and CoDAP meetings. The District planners, ward councilors and the DACA form part of the team that joins SHARe II in the field.

Support to Local NGO-Partner ZINGO

The Zambia Interfaith Networking Group on HIV/AIDS (ZINGO) is an umbrella organization that works with faith mother bodies to coordinate the faith-based HIV/AIDS response. SHARe II recognizes the importance and strategic position of faith-based organizations in the fight against HIV/AIDS. The majority of Zambian churches and their congregants are members of one of the seven faith-based mother bodies that work with ZINGO to coordinate the faith-based HIV/AIDS response. The SHARe project which ended in 2010, worked with ZINGO to strengthen its capacity to coordinate the faith-based HIV/AIDS response. ZINGO is one of the four SHARe II local partners and a key aspect of the ZINGO scope of work under SHARe II will focus on building HIV/AIDS leadership competencies among religious leaders in Zambia. The following activities were supported during the quarter under review:

HIV/AIDS Sensitization for Mother Bodies: SHARe II worked with ZINGO to carry out HIV/AIDS sensitization for individual mother bodies. The sensitization targeted the leaders in mother bodies. This quarter, sensitization was done for Islamic Supreme Council of Zambia (ISCZ) and Independent Churches Organization of Zambia (ICOZ). Topics discussed included, HIV/AIDS Leadership among Religious Leaders, drivers of the epidemic, dealing with PLHIV and gender issues among faith based organizations, and legal and advocacy issues in HIV/AIDS. HIV/AIDS knowledge levels among religious leaders are very low. There are very pervasive beliefs and behaviors that indicate that HIV-related stigma and discrimination are institutionalized and deeply entrenched in Zambian churches, even much more so than in the general communities. At the beginning of the workshop, the leaders were asked on how they felt about people living with HIV/AIDS, the majority believed it was a punishment from God and those who have AIDS deserve what they got. Others said HIV came from the sea where they believe evil spirits live. The level of ignorance on HIV/AIDS issues is very high among religious leaders. There is a lot that still needs to be done among these leaders. SHARe II hopes to work with ZINGO to give correct messages to leaders and hope they pass this on to their congregations.

Advocacy training for Districts Programs Executive Committee (DPECs): SHARe II worked with ZINGO to train DPEC members in Lusaka and Kitwe. A total of 48 participants took part in the training. Some of the key issues that need advocacy include scaling-up HIV prevention and increased resource allocation for HIV/AIDS programs by the Zambian Government. SHARe II assisted ZINGO to identify legal issues that may require advocacy. The workshop also addressed the role of religious leaders in legal and advocacy issues.

Review of the ZINGO Strategic Plan: SHARe II provided technical support to the review of the ZINGO 2006-2011 strategic plan and the development of the 2012-2015 strategic plan. The review indicated that ZINGO resource mobilization efforts included in the 2006.-2011 plan were very successful in attracting a number of partners and currently ZINGO is implementing multiple projects worth billions of Kwacha enabling ZINGO to expand its services especially OVC care and support through its affiliates.

Gender mainstreaming workshop for Faith Mother Bodies: SHARe II held this workshop in conjunction with ZINGO, with facilitation by SHARe II technical staff. Topics covered included, HIV/AIDS Leadership, Drivers of the epidemic, Gender analysis and mainstreaming, gender and sexuality and legal aspects such HIV/AIDS and Human rights. The results of the workshop is that each of the ZINGO mother bodies that participated will develop an action plan for HIV/AIDS that mainstreams gender issues for next year.

2. Improve the Policy and Regulatory Environment

Zambia's HIV/AIDS response faces many challenges regarding policy, rights, and legal issues related HIV that must be addressed in order for the country's response to HIV/AIDS to be successful. SHARe II is keenly aware that policy and legal changes take time to implement and require GRZ ownership and leadership to be accepted and effective. SHARe II's approach to working in the HIV-related policy and regulatory environment area takes into account this valuable lesson; SHARe II works collaboratively with key stakeholders, and importantly forms respectful partnerships with GRZ counterparts in order to provide technical support to legal and policy processes to achieve program objectives. During the quarter under review, SHARe II carried out the following activities in the Policy and Regulatory environment area:

Revision of the National HIV/AIDS/STI/TB Policy of 2005

Technical Support to Constitute the National Steering Committee and Develop Policy

Review Guidelines: SHARe II is the National HIV/AIDS/STI/TB Council (NAC) technical support lead in the process for the review and revision of the National HIV/AIDS Policy of 2005. This area represents a key Task I deliverable for SHARe II and an important deliverable for the overall HIV/AIDS response in Zambia.

In the last quarter we reported that SHARe II submitted the concept paper on the National HIV/AIDS/STI/TB policy revision to the National HIV/AIDS/STI/TB Council (NAC) and the Ministry of Health (MOH). We also reported that the roadmap we presented to NAC and MOH was going to inform the step-by-step policy review process. During the quarter under review, SHARe II, at the request of NAC, had the opportunity of formally presenting the concept note to NAC again, and to discuss in detail what each step of policy development entails. As a result of this presentation, discussion, and clarification, NAC has now requested SHARe II to provide technical support and assistance related to the composition of and development of guidelines for the policy revision national steering committee, and the composition of and guidelines for the national stakeholders' forum. SHARe II is currently in the process of developing all these guidelines, which will then be presented to NAC. SHARe II is also in the process of developing guidelines of how institutions and individuals may make submissions to the policy review process.

Formulation of the National Alcohol Policy

SHARe II is the lead technical support partner to Ministry of Health (MOH) in its process to draft the Alcohol Policy. After stakeholders had made final inputs to the policy the next steps for MOH were two-fold: 1. Circulate the draft policy to the public sector ministries to insert their sectoral responsibilities, and 2. Table the policy before Cabinet for approval. These two last steps are closed government-only activities, and although SHARe II can support the processes, it cannot participate. In the last quarterly report, we reported that the Ministry of Health was supposed to

present draft 5 of the alcohol policy to the public sector. This did not happen as planned because most ministries were still preoccupied with re-organizing and restructuring, following the changes that were made after the September 2011 elections and the budgeting processes. This delay has given SHARe II project and the MOH an opportunity to further reflect and plan better for the coming consultative meeting of the public sector. In preparing for this meeting, SHARe II and MOH have developed terms of reference for the meeting and guidelines for the line ministries to develop one page write-ups detailing the role which each specific line ministry will play in the collaborative effort of preventing and managing alcohol-related harm and supporting those directly and indirectly affected by alcohol-related harm. We hope that by asking the Ministries to prepare beforehand, the consultative process will proceed smoothly, without undue delays

The importance of having the public sector meeting with the line ministries is two-fold. Firstly it will test the congruity of this particular policy with already existing public policies. Secondly it will also give the public sector an opportunity to give further input into the document, specifying their sectoral roles and responsibilities. The meeting has been scheduled for February 23, 2012.

Alcohol Policy Next Steps: The next steps regarding alcohol policy development will involve MOH taking the document to the public sector so that it is reviewed and edited for public policy alignment, relative to already existing policies. The final step will then be for MOH to presenting the draft policy to Cabinet.

Formulation of the National HIV/AIDS Workplace Policy: Support MLSYD

A key activity for SHARe II is to provide support to NAC in the formulation of the National HIV/AIDS Workplace Policy. However, by the time SHARe II was awarded in November 2010, the formulation process had already commenced and was well under way, under the leadership of the Ministry of Labor, Sports, Youth and Gender (MLSYG). A consultant had been hired to work on the policy and the policy was already in the process of being written. SHARe II made efforts to get engaged in the process during the previous quarters. Of concern, the policy was being formulated without open stakeholder input and without a clear roadmap. SHARe II has engaged into policy formulation process through its HIV/AIDS advisory role to the MLSYD-ZFE-Unions tripartite. SHARe II technical advising resulted in the formation of a national steering committee to provide guidance to the policy development process, and provision of space and opportunity for broader stakeholder input to the process. This means that the policy formulation process now no longer depends on the inputs of one consultant, but is a more inclusive consultative process with inputs from many stakeholders.

During the quarter under review, SHARe II participated in three review meetings two of which were with the national steering committee and one was the national consensus meeting. During the national steering committee meetings, the project played a key leadership role to ensure the institutional arrangements and implementation strategies of the policy are included in the policy document. This section of the policy is extremely important because it will form the link between the policy and the policy implementation plan. To provide clarity and further guidance, SHARe II developed and presented a concept paper on the national HIV/AIDS workplace policy implementation plan. This concept paper was presented and deliberated upon in the second national steering committee, and the proposed institutional arrangements and implementation

strategies were included in the policy document. The MLSYD has requested SHARE II to lead the process of developing the National HIV/AIDS Workplace Policy implementation plan.

Amendment of the Employment Act: Support MLSYD

Through its support to the MLSS-ZFE-Unions tripartite, SHARE was consulted and requested by the Ministry of Labor and Social Security, now Ministry of Labor, Sport, Youth and Gender (MSYD), to review the proposed Employment Act (Cap 268) to strengthen it further, before it could finally be submitted to the appropriate committee by the ministry. The Employment Act (Cap 268) is one of the laws that require amendment. Upon review by SHARE II, it was quickly evident that HIV/AIDS provisions were not included in the proposed Act, and SHARE II requested that the process be broadened to involve other legal partners, but the Ministry explained that this was not possible. The SHARE II team made its reviews expeditiously, under the technical leadership of its legal team, and proposed HIV/AIDS provisions to be included.

During the period under review, SHARE II was called upon by the Ministry to review the final draft of the Employment Act. The project had the opportunity to read the draft Act in its entirety and give further input. One of the new inclusions is the proposition for every workplace to develop workplace HIV/AIDS policies and implement workplace HIV/AIDS and programs. If this submission will be approved by Parliament, then workplace HIV/AIDS programs will become an integral part of the core mandates of all places of work. This will include, at an operational level, HIV/AIDS work being provided with a budget line and hence greatly assist in achieving the sustainability we envision for workplace-based HIV/AIDS programs. The second inclusion is the proposition that the Employment Act includes a clause that categorically states that there shall be no testing for HIV as a precondition for employment. This means that where HIV is included as part of the normal medical examination it will not be used a condition to deny an individual employment on the basis of their HIV status.

The next steps towards the reviewing of the Act will involve stakeholders participating at the level of the select committee. Since SHARE II cannot make a formal submission to the select committee, it will continue giving technical support to the Tripartite-Plus committee consisting of GRZ (represented by MSYD); Employers (represented by the Zambia Federation of Employers – ZFE); and Employees (represented by the Zambia Congress of Trade unions and the Federation of Free Trade Unions in Zambia). The role of SHARE II in this high level committee is and will remain to provide continuous, timely, and sound HIV/AIDS-related technical advising and support.

Tracking the Status of HIV/AIDS Policies in the Public Sector: Support to PSMD

A major gap in the HIV/AIDS response in Zambia is the poor performance of the public sector in fully responding to the HIV/AIDS response. SHARE II is providing support towards re-vitalizing the public sector response in a number of ways including providing HIV/AIDS leadership capacity building and support, providing support in policy development, and support in implementing workplace-based HIV/AIDS program in 8 ministries.

From a policy technical support angle, the SHARE II Project works with all line ministries and selected private sector institutions to develop, monitor and evaluate their workplace policies on HIV/AIDS. In order to effectively and efficiently achieve this task, during the previous quarter

SHARe II developed a policy-tracking tool, which is meant to assess which workplaces have the policy on one hand and the quality of the said policy on the other, against preset standards.

In view of the almost completed over-arching National Workplace HIV/AIDS Policy, the Public Service Management Division has committed to work with SHARe II to support the public sector with policy review. SHARe II and PSMD have agreed on a mechanism for reviewing all workplace policies in the public sector in preparation for aligning them with the National Workplace HIV/AIDS Policy when it is completed and approved. Part of this includes the development of a template that will guide policy review and alignment. This work is ongoing.

Legal Guide for Non-Parliamentarians Participation in the Law Making Process

A key gap identified through SHARe I evaluations and from other external sources is that civil society in Zambia does not fully participate in policy formulation and law-making processes related to HIV/AIDS. To contribute to addressing this gap and assist civil society to become fully engaged in law-making processes and to do so at the right times, SHARe II has developed a Legal Guide for Participation in the Law Making Process in Zambia for Non-parliamentarians. The Legal Guide provides basic and simplified information to civil society organizations and citizens on how they can actively participate in the legislative process. The main purpose for the Legal Guide will be to increase on the number of civil society organizations involved in the legal reform process in the area of HIV/AIDS in Zambia and enable them to contribute effectively to efforts aimed at improving the legal and policy environment as it relates to HIV/AIDS in Zambia.

Consultation and stakeholder input to this document is still ongoing. A meeting of legal and policy stakeholders intended to review the Legal Guide was postponed, and will now take place during the next quarter. We expect to have a final version of the Legal Guide for submission to USAID for final edits and comments, and concurrence to print by June 2012.

Technical Support Towards Improving the Capacity of the Judiciary and Law Enforcement to Appropriately Manage HIV-related Cases

Integrating of HIV/AIDS into the Legal Curricula: Stemming from the deliberations of the legal stakeholder meetings which are held on a quarterly basis, the strategy of improving the capacity of legal practitioners to manage HIV/AIDS related cases through the mainstreaming of HIV/AIDS into the curricular of legal studies has gained momentum. SHARe II has been holding consultative meetings with institutions of higher learning where law is studied at various levels. These meetings have been planned to culminate into a three day workshop of legal academicians to enable them develop curricula and teaching materials for the modules which will address HIV/AIDS and the law.

Training in-service Judiciary legal practitioners in Appropriate HIV-related Case-management: SHARe II has been having discussions on how to best implement this support. A key sticking point in the payment of sitting allowances to attend training, which are reportedly part of the conditions of service for the Zambian Judiciary, but which SHARe II is contractually unable to pay. Through much consultation and advocacy, SHARe II and the Judiciary have reached an agreement where sitting allowances will either be waived or paid by the Judiciary. SHARe II is waiting for official communication to this effect, in order to begin its planned activities in this area,

which have been significantly delayed by the negotiations. We are hopeful the it may now be possible to begin holding training sessions in the next quarter.

Technical Support to NAC and GIDD in Gender Mainstreaming

Gender Stakeholders Technical Group Meetings: During the previous quarter, and as part of the on-going support to the Gender in Development Division (GIDD), SHARe II participated in the stakeholders' technical group meeting on Gender Based Violence. The purpose of the meeting was to review the activities undertaken by various partners with respect to GBV; share lessons learnt and plan for the remaining months of the year. As follow-on to the technical group meeting, SHARe II facilitated a half-day stakeholders' technical group meeting, which was chaired by GIDD.. The meeting discussed implementation strategies for the GBV Act - participants shared strategies that have worked in the implementation of the Anti-Gender Based Violence Act and the National Plan of Action to Reduce HIV Infection Among Women and Girls. Recommendations and plans for harmonization of activities and reporting mechanisms and guidelines, were made. It is worth noting that leadership at GIDD changed after September 2011. Additionally, the SHARe II Gender Integration Manager resigned during the period under review. SHARe II has identified a candidate to take over this work and expects to meet the GIDD management after the Gender Manager has been hired, in order for the project to give sound technical support and advising.

Training of Trainers in Gender Analysis and Mainstreaming: During the previous quarters, developed and completed pre-testing the gender analysis and mainstreaming in HIV and AIDS response training manual. During the period under review, SHARe II finalized the validation of the gender mainstreaming training manual, completing the process for the development of the manual. Using this manual SHARe II trained a total of 30 gender/HIV focal point persons drawn selected public sector line ministries; SHARe II partners LEAD Zambia and ZHECT; and selected civil society organizations and the private sector partners. These have been trained as trainers who will become change agents to mainstream gender, HIV and human rights into sector policies, plans, programs and budgets.

As a result of interest generated during this training workshop, SHARe II has received requests from Care Zambia, The PSMD, and SHARe II partner ZINGO to collaborate with SHARe II to train leaders and HIV/AIDS programs managers in these organizations and their partners in gender, HIV/AIDS and human rights mainstreaming. SHARe II plans to support and collaborate with these organizations with a view to graduating them into trainers who will then work on their own in due course.

Support to Local NGO-Partner ZARAN

Supportive Supervision and Guidance to ZARAN: During the previous quarter, SHARe II undertook an extensive review and streamlining of the ZARAN scope of to ensure that it continues to be in line with what SHARe II requires. ZARAN is working with USG funding for the first time and has needed much guidance and supervision to ensure that all activities undertaken contribute to SHARe II project deliverables, and adherence to financial and admin rules and regulation. This has been a difficult lesson for ZARAN who are used to near-total freedom in how they spend they funding they manage to secure from other sources to support programs.

During the quarter under review, SHARe II has been offering technical support to ZARAN to help it develop an evidence-based work-plan that has relevant programs that contribute positively to the HIV/AIDS response in Zambia. SHARe II also assisted ZARAN in the recruitment process for another legal officer. This technical support was provided to improve the technical capacity of ZARAN to deal with the impending large volume of SHARe II work particularly as they commence the training of magistrates and local court magistrates, and ensure they meet their deliverables under their scope of work in SHARe II.

Objective 2: *Strengthen organizational and technical capacity of coordinating structures to sustain the HIV/AIDS response*

Under this objective, SHARe II strengthens the capacities of HIV/AIDS coordinating structures in both the public and private sectors, in selected umbrella civil society organizations and in selected Chiefdoms to coordinate, manage, and implement the national and community-level HIV/AIDS responses, through provision of technical assistance including supporting expansion of successful evidence-based interventions and use of best practices across sectors, and advising on the most efficient and effective use of resources.

I. *Strengthen the capacity of NAC to coordinate the national response*

The 2011-2015 national strategic framework (NASF), the national operational plan (NOP) and the monitoring and evaluation plan are in place to guide the national HIV/AIDS response. The NASF is implemented at the local level through the Provincial AIDS Task Forces (PATFs) and District AIDS Task Forces (DATFs). Although Zambia has a generalized HIV/AIDS epidemic, the epidemic has been shown to show geographic heterogeneity and differs from region to region and district to district, particularly in terms of prevalence and risk factors. Given this situation and with SHARe II support, NAC has revised original plans to implement the NASF at local level and agreed instead to allow each district to develop its own HIV/AIDS strategic plan to enable them to be more responsive to local needs.

Support to NAC around DATF Strategic Planning Processes

During previous quarter, SHARe II provided technical support to NAC towards finalization of the standardized District HIV/AIDS Strategic Planning and District Operational Planning templates and guidelines. By the end of December 2011, NAC had received and incorporated input from other stakeholders and now have final PATF/DATF Operational Guidelines. The guidelines are currently awaiting printing and dissemination by NAC. SHARe II also participated in the NAC-led process of developing the PATF/DATF Sub-granting Manual. The manual is intended to assist NAC in coordination management at decentralized levels, particularly the DATF.

Support to NAC in Development of The DATF Tool kit and Sub-Granting Manual

During the previous quarter in April 2011, NAC with support from the UN commissioned a scoping study of community sub-grating mechanisms. This study was commissioned to explore the hypothesis that there is a shortfall of funds reaching smaller community based organizations (CBOs), despite their significant role in providing Zambia's HIV related services, and the availability of a growing envelope of financial resources for the broader civil society community. The study set out to identify what resources were flowing to CBOs and how to improve those flows paying particular attention to the systems being used, to ensure resources reach communities through CBOs. The study confirmed that for an effective HIV/AIDS response, strengthened decentralized coordinating structures were needed.

During the quarter under review, SHARe II was invited to be a key participant at a workshop to review PATF and DATF operational guidelines and develop a Sub-Granting manual to fill a felt gap by NAC, in coordination management at decentralized levels particularly the DATF. SHARe II used lessons learned under SHARe to provide technical input to the review process and to developing the sub-granting manual. The draft PATF and DATF guidelines and sub-granting manual that were developed will be presented to a larger stakeholder group by NAC, for validation and approval before they are operationalized in the PATFs and DATFs.

SHARe II Support to World AIDS Day Preparation and 2011 Prevention Convention

During the quarter under review SHARe II provided technical support to NAC in the preparatory meetings for the main event, which took place in Mansa- Luapula Province. The Global theme for 2011 is: "Getting to Zero" which is localized to "Getting to Zero-New HIV infections". SHARe was represented on all the three preparation committees: IEC Committee, Resource Mobilization Committee and Activity Committee, and was chosen to chair the Resource and Mobilization Committee.

SHARe II also provided technical support to NAC to plan and prepare for the 2011 National HIV/AIDS Prevention conference that took place at Mulungushi International Conference Centre from November 21-25, 2011. The quality of the preparation and sub-subsequently the quality of conference were compromised by the very short prep time allowed by NAC, that did not allow for proper peer review and proper selection of presentations.

2. Strengthen capacities of PATFs & DATFs to coordinate the provincial and district level response

After the United Nations Volunteer program on HIV/AIDS that supported the Districts AIDS Coordination Advisors (DACAs) ended in 2009, the transition of staff from UNDP to NAC took long and resulted in high staff turnover, due to uncertainties about job security. This resulted in the recruitment of new personnel with different professional backgrounds and with little or no experience in the HIV/AIDS response management and coordination, and has significantly weakened the capacity of DATFs to coordinate and manage district HIV/AIDS responses.

SHARe II provided enhanced and accelerated technical support to strengthen the capacity of PATFs and DATFs to coordinate decentralized responses being cognizant of the fact that coordinated activities at the provincial and district level are crucial for a successful response to the epidemic. The activities carried out are discussed below:

Technical Support to DATF and PATF Organizational Capacity Assessments (OCA)

Providing technical support to carry out annual capacity assessments (OCAs) still remains the key activity for strengthening PATF and DATF performance. OCAs help the PATFs and DATFs to assess levels of performance in key systems and mandate areas, and based on the results to develop and implement performance improvement plans. The OCA is a self-assessment processes therefore the performance is dependent on the collective objectivity of the DATF in its measurement of its functional capacity.

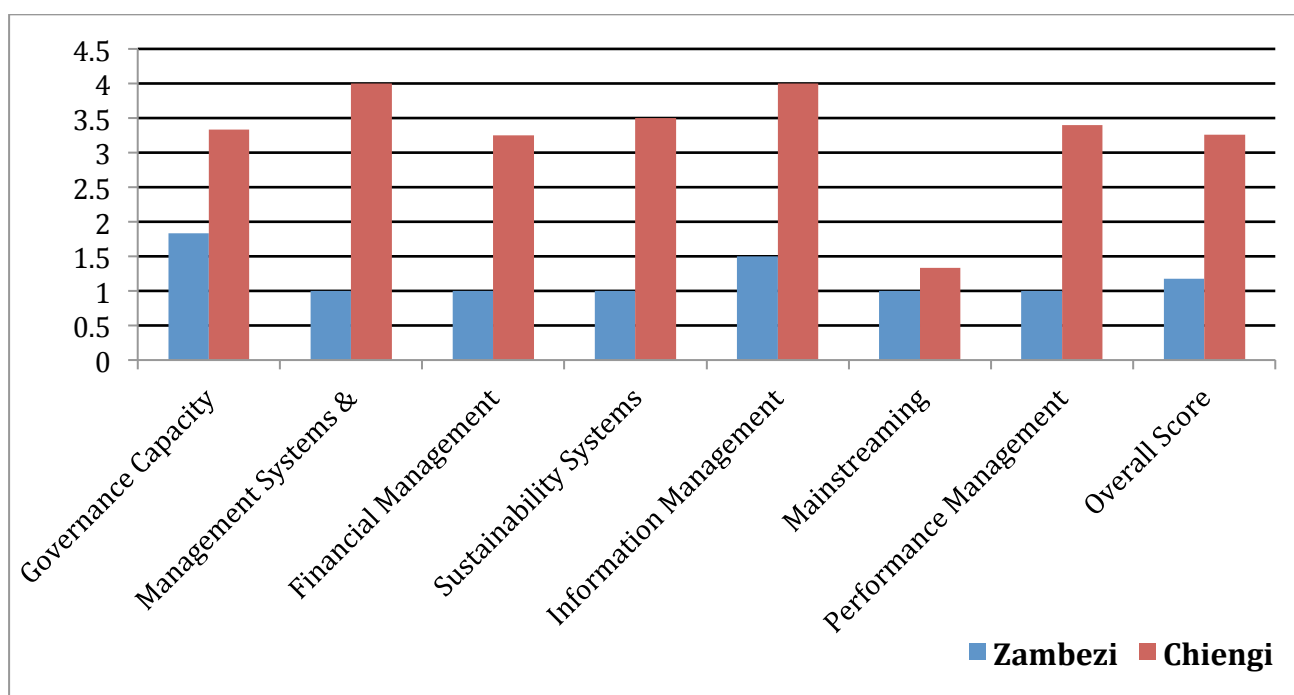


Figure 4: Baseline OCA results for Zambezi and Chiengi districts showing capacities in key institutional systems and mandates

During the quarter under review, SHARe II in collaboration with NAC conducted organizational capacity assessments (OCAs) in 72 DATFs of the ten provinces in the Country and also assisted NAC to conduct DATF formation sensitization meetings in the two new districts i.e. Ikeleng'e in North Western and Mafinga in the newly created Muchinga Province. The OCA exercise in the 72 districts also included provision of on-the-spot technical support on some of the identified gaps during the OCA process.

Preliminary findings indicate that most the 72 districts are operating at between 30 -50% capacity in the systems and mandates assessed in the OCA. A detailed report is being compiled and will be shared with all stakeholders in the next quarter. Figure 4 above shows preliminary OCA results for Zambezi DATF, the lowest performing DATF operating at an average of 29.5% capacity in both

mandates and systems, and for Chiengi DATF, the highest performing DATF operating at an average of 81.5% capacity in both mandates and systems.

DATF Certification Process Pilot

During the previous quarter, SHARe II and NAC developed a roadmap and draft tools for the pilot DATF certification process. This has culminated into production of the initial draft DATF certification standards which are largely based on discussions held with key informants at both the national and sub-national levels, literature review of the NAC-DATF strategic and operational documents. During the quarter under review, further refinement of the OCA – Certification standards was undertaken, including incorporating inputs from other units of NAC and SHARe II. A draft handbook and curriculum were also developed alongside the scoring and action-planning sheet. We expect that the OCA – Certification standards will be finalized during the next quarter, after incorporation of the major observations coming out of the baseline OCA exercise. We also expect to complete review of the draft DATF management handbook and to reach consensus on the selection criteria for the pilot districts before the orientation and initial self-assessments can be done in follow-up quarters.

Support to DATF Strategic and Operation Planning Processes

Having finalized the District HIV/AIDS Strategic Planning and District Operational Planning templates and guidelines, SHARe II and NAC facilitated a five-day ToT for the DATFs in strategic and operation planning process for 13 DATFS during the last quarter.

During the quarter under review three districts (Choma, Kabwe and Namwala) out of the 13 districts trained in strategic planning had submitted their first draft District HIV/AIDS Strategic Plans. The remaining 10 districts were still developing their plans and were at different stages of the process, with 7 having reached advanced stages. In the quarter under review, during the OCA processes, SHARe II and NAC provided electronic copies of the District HIV/AIDS Strategic Planning and Operational Planning guidelines to the other 61 districts to enable them to begin developing their strategic plans. SHARe II will continue providing support to NAC and the DATFs in this area in the coming quarters.

Support to PATFs and DATFs in orientation

In previous, SHARe II working with NAC started developing the PATF and DATF Orientation guidelines to help to train and orient DACAs and PACAs in their roles and responsibilities. During the quarter under review, SHARe II and NAC developed a draft District orientation package for DATFs which includes governance, financial and administrative management, resource mobilization, social mobilization, networking, monitoring and evaluation, orientation on DATF mandate, stakeholders' mapping/mobilization, strategic planning and strategic thinking. This support is ongoing and will continue in the next quarters.

3. Strengthen the capacity of civil society organizations to coordinate HIV/AIDS response in their sector

Some of the most significant achievements in the response to the HIV/AIDS epidemic in Zambia have been made through civil implementers. Building on work began under SHARE I, SHARE II will continue to work with national umbrella civil society organizations, associations, and chiefdoms to improve institutional capacity to coordinate, manage, and implement the national HIV response. A package of support that includes support to conduct OCAs, and based on the findings, technical assistance to improve capacities will be provided to partners. Additionally, quality monitoring and support through performance standards, capacity building, certification, membership and coordination with AIDS task forces, and building resource mobilization skills will be provided.

Support to the Network of Zambian People Living with HIV – NZP+

The Network of Zambian People Living with HIV/AIDS (NZP+) is a national organization for the people living with HIV/AIDS. Established in 1996, it aims to improve the quality of life of people living with HIV and AIDS by pursuing three issues, namely; support, communication and representation of the people living with HIV/AIDS. NZP+ is a non-profit making non-governmental organization registered under Section 7(l) of the Zambian Societies Act. NZP+ has grown from a group of 28 members in 1996 towards a national network of approximately 90,000 PLHIV (3,500 support groups) in all the 72 districts of Zambia.

Currently, NZP+ and by extension a large proportion of the PLHIV response is under threat because the organization has no funding, is quite unable to manage itself, and its public image is poor and so dented that it has lost the goodwill of many potential donors. However, in spite of this situation, NZP+ remains a critical stakeholder in the fight against HIV/AIDS.

During the last quarter SHARE II provided technical assistance to NZP+ based on the baseline OCA action plan conducted in previous quarters, and successfully facilitated a five-day issue-based strategic planning process workshop involving forty-five (45) NZP+ members drawn from the National Board, National Secretariat, Selected District Chapters and stakeholders.

During the quarter under review SHARE II received and reviewed the draft strategic plan that the NZP+ re-submitted in the month of December. The reviewed draft was sent back to NZP+ Secretariat and NZP+ has since distributed it to other key stakeholders for further input. In addition SHARE II maintained regular communication with the NZP+ to track progress on the implementation of OCA action plan. The next step is to assist NZP+ develop their operational plan and also to assist them in launching their strategic plan, during the next quarter.

Objective 3: Strengthen and expand HIV/AIDS workplace programs;

Under this objective, SHARE II will expand access to workplace programs in the public, private, and informal sectors, and foster linkages and referral systems with community-level partners and implementers to expand access to HIV prevention, care, support and treatment services for

employees, dependents and where feasible, to defined outreach communities, to reduce HIV-related employee absenteeism and, ultimately contribute to increased productivity.

A key lesson learned from SHARe I is that management buy-in is a critical ingredient for successful workplace HIV/AIDS programs; a key aspect of the SHARe II approach is to obtain senior management buy-in for workplace HIV/AIDS programs both in the public and private sectors.

Engaging Leadership for an Enhanced Workplace-based HIV/AIDS Response

SHARe II aims to support sustainable HIV/AIDS workplace programs and has engaged strategic partners towards this goal. During the quarter under review, follow-up meetings were held with the Ministry of Labor, Youth and Sport Gender (MLYSG) and its strategic partners (International Labor Organization (ILO), Zambia Federation of Employers (ZFE), Public Sector Management Division (PSMD), Zambia Congress of Trade Unions (ZCTU), public sector ministries and private sector CEOs to discuss leadership engagement and involvement in the HIV/AIDS response.

Public Services Management Division (PSMD): During the previous quarter, SHARe II reported on technical support provided to PSMD efforts for establishing a full time position for the Public sector HIV/AIDS coordinator, which had been endorsed by the Secretary to the Cabinet and was waiting for legislation when parliament resumes sitting. Under this plan, all the ministries will have a focal point person for HIV/AIDS whose HIV/AIDS role will be included in the job description. SHARe II has long advocated and advised for change and a meeting has been arranged to meet with all the public sector PSs to lobby for a speedy implementation of the reforms. The changes in the public sector following the change of Government in September 2011 has slowed progress to this end, but we are hopeful that PSMD will get a positive response to this as the new government settles down. However, progress was made during the quarter under review, and SHARe II and PSMD worked together towards holding quarterly program review meetings for SHARe II-supported ministries aimed at assessing progress and quality of programs. SHARe II is mentoring PSMD and providing technical advising to extend the same service to other nine ministries that are not under SHARe II support. PSMD however needs strengthening to enable it to carry out its HIV/AIDS coordination mandate. In order to ensure that strengthening support provided is evidence-based and relevant, PSMD will have an OCA done to assess their capacity to coordinate the HIV/AIDS response in the public sector, during the next quarter.

Zambia Federation of Employers: Zambia Federation of Employers (ZFE) has partnered with SHARe II for technical support in coordination of private sector HIV/AIDS workplace programs. An MOU that defines collaborative responsibilities has been drafted and will be officially signed during the next quarter. ZFE will work with the Zambia Congress of Trade Unions (ZCTU), Ministry of Labor, Youth, Sport and Gender (MLYSG), and International Labor Organization (ILO) in addressing HIV/AIDS in the workplaces of their member companies. This partnership is strengthening the HIV/AIDS response in the workplace by creating credible private sector coordinating mechanisms and allowing HIV/AIDS to be included on the agenda of the tripartite forum to which SHARe II has been appointed as an HIV/AIDS advisor. During the quarter under review SHARe II conducted an organizational capacity assessment (OCA) for ZFE aimed at strengthening the HIV/AIDS component of the institution; ZFE staff and two board members took part in the OCA.

Also during the quarter under review SHARE II supported ZFE to finalize the inclusion of an HIV/AIDS section in their strategic plan. Tripartite members (ZCTU, MLYSG, and ZFE) took part in this activity, with participation from the National AIDS Council (NAC), and the Network of People Living with HIV/AIDS (NZP+). A draft operational plan was also developed during the quarter, specifying programs and activities for the next one year. SHARE II is mentoring ZFE to be strategically relevant in coordinating the HIV/AIDS workplace programs among their members with the view to expanding to the entire private sector portfolio. Currently ZFE has a membership of 300 enterprises, and also has affiliates from the informal sector whose HIV/AIDS activities are not coordinated. Although ZFE has been providing awards to enterprises with the best HIV/AIDS workplace programs, this has been limited to reviewing HIV/AIDS policies only. Measuring the quality of these programs has been difficult for ZFE since they do not currently have the HIV/AIDS coordination mandate, and the capacity to do this. In the next quarter ZFE will present both the HIV/AIDS chapter and operational plan to their Board for approval and adoption. This will give them the official mandate to coordinate HIV/AIDS programs and activities among their members.

Livingstone Tourism Association (LTA): SHARE II's work with the tourism Public – Private partnership in Livingstone has been strengthened the involvement of the LTA in coordinating the tourism partners in Livingstone. This will increase the number of partners in the PPP and facilitate reaching out to more workers with HIV/AIDS services. Discussions with the LTA have reached advanced stage for a possible grant to implement services in the smaller 'mom and pop' tourism businesses employing 5-10 people and to coordinate the Tourism HIV/AIDS response. During the quarter under review SHARE II began working on mechanisms for strengthening LTA to carry out its HIV/AIDS scope of work. LTA is willing to receive this mentorship from SHARE II and has opened its doors to the project in strengthening this relationship. There are currently 49 members in the LTA and most of them want to have HIV/AIDS workplace programs but lack the capacity and skill to do so. The most disadvantaged are the small businesses within the LTA who are asking for better coordinating mechanisms that will support the provision of HIV information, education and services to their staff. At the moment there are 17 tourism businesses that have partnered with SHARE II on workplace HIV/AIDS programming. SHARE II hopes to formalize its partnership with LTA during the next quarter.

The Ministry of Labor, Youth, and Sports Development - MLYCD: The MLYCD was restructured in September 2011, with its mandates widened. SHARE II has continued to engage the ministry to see how the labor laws, HIV/AIDS and other health and wellness programs are being integrated into the new structure. The ministry represents government in the tripartite and regulates employers and other stakeholders to ensure they work within the established labor laws. SHARE II has been asked by the ministry to help work with the ministry on some of the applicable labor laws and policies to strengthen HIV/AIDS legislation on labor issues, including the Employment Act. They have also requested SHARE II to help in developing a more robust and responsive MLYSG workplace HIV/AIDS program.

Implementing the SHARE II HIV/AIDS Workplace Programs Core Package

SHARE II is cognizant of the dynamic nature of the HIV/AIDS epidemic and the key advancements in the field of HIV/AIDS, including new science on treatment for HIV prevention and the benefits of treating the HIV positive partner in discordant couples irrespective of CD4 count. SHARE II

workplace HIV interventions therefore need to be scientifically grounded in order to be relevant and effective. In the previous quarter, a meeting with the stakeholders and partners was held to review existing training and HIV/AIDS education materials with the view to establishing a training curriculum for peer educators. During the quarter under review, a draft training curriculum, handbook and manual that take into account new scientific information and advancements were developed. There has been a delay in pre-testing the materials due to change in government; most of our public sector partners were busy with the ongoing restructuring program of the public sector ministries. The materials are now ready for pretesting and this will be done early in the next quarter. SHARe II has also operationalized the Global Health Initiatives (GHI) principals and included other health-related topics in its training materials, with related expansion to its menu of services provided, where this is applicable. The operationalization of the GHI principals is a win-win for SHARe II and workplace HIV/AIDS programs; it will help to break the monotony of discussing HIV all the time as programs will now also focus on other health related issues such as family planning, nutrition and gender.

During the quarter under review, SHARe II also worked with various partner workplaces to review HIV/AIDS workplace policies and programs to ensure the agreed core packages of services that meet the minimum standards of SHARe II workplace HIV/AIDS program are reflected. It is expected that all SHARe II workplace programs will offer comprehensive HIV/AIDS services through direct provision and through referral. As was reported in the last quarter SHARe II classified the core package of workplace-based HIV/AIDS services as comprising:

- Structural interventions: Comprising formulation of workplace HIV/AIDS policies and leadership/senior management support to increase buy-in and support for programs.
- Behavioral Interventions: Comprising of Information and skills training aimed at increasing access to and uptake of HIV testing and counseling (T&C), male circumcision, PMTCT, and ART and condoms; decreasing number of sexual partners, particularly multiple and concurrent partners; supportive HIV disclosure and positive living and dignity; increasing number of sexual acts that are protected by condoms; reduction in alcohol and substance abuse, gender-based violence (GBV), and HIV-related stigma and discrimination.
- Biomedical Interventions: Provision of or referral to male circumcision services, HIV care and treatment services and ART, PMTCT and male circumcision (MC).

A key aspect will be social mobilization for HIV/AIDS prevention and HIV-related service uptake and extending services to defined workplace communities.

I. Expand and replicate efforts in the private sector including small, medium and large-scale businesses, and the informal sector

SHARe II supports selected private formal and informal sector partners to implement quality workplace HIV programs with increased focus on HIV prevention. Integral to these efforts will be support for sustainability and hand-over, encouraging supported partner workplaces to increase their investment over the life of SHARe II.

The Tourism HIV/AIDS Public-Private Partnership

Peer Educator Training for Livingstone Tourism HIV/AIDS PPP Partners: SHARe II successfully re-engaged with the old PPP partners in Livingstone namely; Kubu crafts, Tongabezi, Tujatane Community school, The River club, Bush tracks Africa, Wasawange lodge and tours, Zambezi Nkuku, Sun hotels, and Jollyboys Backpackers. The program also recruited new partners in Livingstone as discussed above in the scale up of the program (Waterfront, Thorn Tree, Protea hotel, and David Livingstone hotel, Victoria falls University, Rainbow tours and Lodges and Sussie and Chuma). During the previous quarter Peer Educators from some of these partners underwent training phase I of the Peer Educator training. During the quarter under review, most of these Peer Educators completed their training for a total of 26 Peer Educators trained. Due to a high demand for the training and number of organizations wanting to join the partnership, SHARe II had to arrange for another first phase training for peer educators. A total of 34 staff from Wonderbake, Nomad, Livingstone Museum, Susie & Chuma, Tongabezi, the River club, Kubu Crafts, Rainbow lodge, Tokaleya lodge, ZAWA, and Tujatane successfully completed phase I of the training and will do phase two in the next quarter. The training took into account the core package of services which includes, policy development and implementation, peer educator training and support, program coordination, provision of Information, education and communication materials, programs to address HIV/AIDS with a comprehensive package of services either on site or through referral.

Extension of Programs to Defined Outreach Communities: During the period under review, the defined PPP outreach communities of Simoonga, Sinda and Mukuni were re-engaged. The community leaders advised that the previous community mobilizers who were trained under SHARe I should continue their work as they had demonstrated good motivation and commitment to their work. These 30 community mobilizers were re-organized and retrained to effectively engage their communities in addressing HIV/AIDS and other health issues. This work has now been integrated into the community/chiefdom development plans that SHARe II facilitated through its HIV/AIDS Leadership unit and the work is now better defined and better supported by community leaders, and therefore more sustainable. The community mobilizers have been linked to the health facilities in their respective areas and are working closely with personnel from the District Health Management Team (DHMT) who also provide technical support and supervision. In the period under review several support visits have been made to the communities by SHARe II staff. SHARe II's Community Outreach Officer worked with the community mobilizers to carry out activities as a way of supporting technical competencies. The Sinda community has been complemented by one of the new PPP partners called Nomad Lodge who support a local education program in the community. The teachers at the community school and staff from the lodge help in community HIV/AIDS education.

Expansion of Tourism HIV/AIDS PPP outside Livingstone – Support to Wilderness Safaris: SHARe II has re-engaged with Wilderness Safaris Zambia (WSZ) to implement workplace HIV/AIDS programs. Wilderness Safaris is a conservation organization and ecotourism company dedicated to responsible tourism throughout the areas in which it operates in southern Africa. Its goal is to share these wild areas with guests from all over the world, while at the same time helping to ensure the future protection of Africa's spectacular wildlife heritage and sharing the

benefits of tourism with local communities. The WSZ workplace HIV/AIDS program is a best practice. WSZ management is very motivated to support a working program - the entire management has gone through orientation and training in workplace HIV/AIDS and wellness programs from SHARE II. Each of the lodges has peer educators and a manager to coordinate the HIV/AIDS program, and each workplace is visited quarterly to review performance and provide technical support. SHARE II is helping in building technical capacity for the organization to effectively implement the program. During the period under review SHARE II has made follow-up visits to the Livingstone-based camp and the Kafue national park lodges and provided supportive supervision to the peer educators in the dissemination of HIV/AIDS information to their peers. The staff was also sensitized on other health topics testing and counseling for HIV was provided. Of note, Tokaleya Lodge HIV/AIDS program which was lagging behind the other WSZ programs has improved greatly with both management and staff showing more interest and attending meetings more and is more readily available to the meetings than they were before.

Recruitment of Additional Tourism HIV/AIDS PPP Partners: SHARE II has contacted potential tourism businesses in the lower Zambezi and Mfuwe for the possibility of working together on the HIV/AIDS Tourism Public Private Partnership. SHARE II collaborated with Wilderness Safaris and ZAWA to help make links with these businesses. Wilderness Safaris and ZAWA have worked with SHARE and are sharing their work experiences and benefits of workplace programs and how SHARE II has helped them develop such programs. In the previous quarter, the lodges that operate in the national parks had closed for their green season (period when the areas is too wet for bushy for game drives and viewing) and therefore the discussions for bringing them on board will resume during the next quarter. We hopeful that these operators will come on board as they had expressed interest in the PPP, and a meeting has been arranged for second quarter of 2012 when the camps re-open, to discuss the modalities of the partnership. In Livingstone the following additional partners have been brought on board; Nomad, Wonderbake, and Livingstone Museum,

Private Sector Small, Medium and Large Businesses, and Informal Sector Programs

In strengthening the HIV/AIDS workplace programs in the Private sector, SHARE II works with LEAD Program - Zambia Ltd (LEAD) and Zambia Health Education and Training Trust (ZHECT). LEAD focuses on the informal sector and ZHECT focuses on large to medium-sized enterprises.

LEAD Workplace HIV/AIDS Programs: LEAD uses the BizAIDS model, which mitigates the impact of HIV/AIDS on individuals, micro, small, and informal businesses as well as their employees and families and the communities in which they operate. The model addresses three elements in providing a multisectoral response to HIV/AIDS in the targeted communities namely: health and HIV/AIDS, business/entrepreneurial skills building, and asset protection. In addition, LEAD provides mobile T&C services including couple T&C. Individuals that test positive are referred to local hospitals or nearby health centers for additional HIV-related services.

During the quarter under review LEAD Program conducted HIV/AIDS sensitization activities, mobile testing and Counseling in Luapula, Central and Southern Provinces. The program also conducted follow up activities on previously trained participants and participated in the commemoration of the World AIDS Day. LEAD results for the quarter are shown in *Table 1* below:

Table 1: LEAD FY11 Quarter 4 Results

Indicator	Number Reached		
	Male	Female	Total
P8.1D Number of the targeted population reached with individual and/or small group level preventive interventions that are based on evidence and/or meet the minimum standards required	6,412	6,244	12,656
P8.2.D Number of the targeted population reached with individual and/or small group level preventive interventions that are primarily focused on abstinence and/or being faithful, and are based on evidence and/or meet the minimum standards required	939	966	1,905
P11.1.D Number of individuals who received Testing and Counseling (T&C) services for HIV and received their test results	2,409	2,244	4,653

ZHECT Workplace HIV/AIDS Programs: During the quarter under review, ZHECT continued re-engaging partners to implement workplace HIV/AIDS programs in five provinces of Zambia namely: Lusaka, Northwestern, Northern, Luapula and Copper belt provinces. Currently 15 companies are on board to work with ZHECT: Taj Pamodzi Hotel, Southern Sun Hotel-Lusaka, Lusaka Water & Sewerage Company, LASF, Kafue Sugar, Tobacco Board of Zambia, ZHECT, Kafubu Water & Sewerage Company, Chambishi Mine, Sandvick, Tazama, Kalungwishi Sugar Company, Northern Coffee Company Limited (Formerly Kasama Coffee) and Lumwana Mining company. ZHECT has also completed the recruitment of staff on the program. In the next quarter, ZHECT will increase its partners by 5. They will also take on some of the ZFE members and support them on building their workplace HIV/AIDS programs.

SHARe II Technical Support to LEAD and ZHECT: SHARe II has continued to work with LEAD to strengthen their HIV/AIDS programs and M&E components. SHARe II participated in two of the LEAD outreach activities as part of strengthening of LEAD's HIV/AIDS technical capacity to engage communities in meaningful HIV/AIDS dialogue. SHARe II participation provided LEAD with community mobilization skills to help communities not only address entrepreneurial skills but also comprehensively address HIV/AIDS and other health related issues. In the communities where SHARe II participated, the identified businesses were linked to a Bank that provides services for small businesses in their area. SHARe II facilitated the links of Barclays Bank Zambia to work with the teams and businesses. LEAD was advised to include this aspect of linkages in their program so that the businesses can keep their money where they can gain some interest.

ZHECT has been supported to review their program technical approach to workplace HIV/AIDS and wellness programming and win the confidence of the management of the enterprises they are working with. SHARe II also worked with ZHECT to conduct baseline surveys in the companies or enterprises they are working with so that the enterprises have evidence based HIV/AIDS intervention responses. ZFE has also accepted to work with ZHECT in providing workplace HIV/AIDS programs to its members.

Other Private Sector Workplace HIV/AIDS Program Activities - Zambian Breweries Support Request: SHARe II has worked closely with Zambian Breweries, as one key stakeholder that participated in the development of the alcohol policy. Zambian Breweries worked with ZHECT to implement workplace-based HIV/AIDS programs in the predecessor SHARe project. Zambian Breweries approached SHARe II to help support an HIV/AIDS risk assessment of their value chain distribution so that their HIV/AIDS interventions are informed by research. The value chain

assessment is important for Zambia Breweries and would also be helpful to SHARe II, as most of the value chain comprises stakeholders that SHARe II is working with through the leadership component, Ministries of Agriculture, Communication and transport and our work with the informal sector. During the last quarter SHARe II asked Zambian breweries to do an assessment of the characteristics and geographic spread of the value chain so that SHARe II can do a cost analysis so as to come up with the cost of the analysis. This information is yet to be received. SHARe II will follow-up during the next quarter.

2. Expand and replicate efforts in the public sector including continued support and expansion to additional line ministries

The public sector response to HIV/AIDS in Zambia has been extremely slow and lackluster. SHARe I supported implementation of workplace HIV/AIDS programs in 4 out of 23 line ministries. A key lesson learned from this experience is that the lack of a public sector HIV response strategy and related policies are significant barriers to the response. Additionally, public sector workplace HIV programs that did not have committed management struggled, whereas those that did thrived. SHARe II will leverage SHARe I success in supporting the Inter-Ministerial Stakeholders' Forum (IMSF), and supporting the 22 line ministries to mainstream HIV into their plans and programs. Additionally, the launch of the Strategy for the Prevention and Mitigation of HIV in the Public Service in 2009 and the availability public sector HIV funding from the Global Fund are building blocks for sustainable and effective public sector workplace programs.

The new approach of discussing program implementation first with management and ensuring their commitment and buy-in is paying dividends in energizing public sector workplace HIV/AIDS programs. Another positive development is that management in these ministries has agreed to the decision that workplace HIV/AIDS programs should be run by a committee rather a person – a best practice transferred from the internal SHARe II workplace HIV/AIDS program to partner programs. The committees will be representative, drawing from both management and other workers, and also involving people living with HIV. Additionally, PSMD is actively pushing the agenda of establishing a strong and technical coordinating mechanism in the public sector so that HIV/AIDS is given the right attention – this bodes well for the public sector HIV/AIDS response. The Ministry of Finance and National Development (MOF) has agreed to help ensure the use of HIV/AIDS funds allocated to the ministries for its intended purpose and is working with PSMD to develop a reporting mechanism for HIV/AIDS work.

Government Reform of Public Sector Line Ministries

With the change of Government in September, the public sector is still undergoing some significant reforms. The new government has decided to trim down the number of ministries. SHARe II has been working with ten Ministries, but the reforms have merged some these ministries and therefore increased the scope and breadth. Additionally the merged ministries are still trying to settle their management structures and this is causing a delay in establishment the HIV/AIDS workplace programs in those ministries. SHARe II is helping with the ministries to establish the HIV/AIDS structure and get the programs going.

Workplace HIV/AIDS Policy Review for SHARe II Partner Ministries

During the quarter SHARe II continued to review the workings and characteristics of some of the new partner public sector ministries so as to best determine the required technical support activities and make these relevant to the needs of the ministries. The review indicated that all the ministries need their workplace HIV/AIDS policies revised because they are outdated; the policy reviews will provide opportunity to incorporate the required core package of services. SHARe II has agreed with the partners to conduct OCAs to assess program structures and implementation plans. Some of the findings of the OCAs will help in the formulation of the workplace policies.

Gender and Sexuality in HIV/AIDS (GESHA) and Positive Action by Worker (PAW)

The implementation of the GESHA program in the predecessor SHARe program led to greater success for public sector workplace programs. GESHA allowed open discussion of the drivers of the HIV epidemic in Zambia, including MCPs, alcohol abuse, and sexual violence against women and girls, in the context of the gender, sexuality and the cultural environment and has assisted workplaces and communities to develop HIV interventions that are relevant to their local situations to address these drivers and come up with collective and individual actions to reduce HIV vulnerability. The workplace provides a 'safe haven' where discussions on gender, culture, and sexuality can openly take place between workmates, couples and community members, without fear of sanctions from cultural standard-bearers.

In the period under review SHARe II held several discussion meetings with the Zambia Police, Service, the Zambia Prison Service, Wilderness safaris and the community mobilizers in Tourism HIV/AIDS PPP-defined communities in Livingstone to strengthen their programs' strategy for integrating the GESHA program into traditional workplace HIV/AIDS programs.

Ministry of Home Affair (MHA) GESHA Program: The GESHA program in the Ministry of Home Affair (MHA) has been strengthened by targeting both workers and spouses, to take advantage of the ease of access provided by their living in clearly defined communities or camps. During the period under review, SHARe II has conducted GESHA training and re-training meetings with new and old police stations in Chipata, Kitwe and Ndola. The meetings comprised officers and their spouses and teams have been established in each of the participating camps to continue the GESHA outreach in the camps.

Modified GESHA Program for the Zambia Prison Service Inmates: With the understanding that there are high-risk behaviors in Prison for HIV transmission, including same sex intercourse (both consensual and rape), SHARe II has modified the GESHA program to suit the prison environment and activities are starting in the next quarter. The modified strategy will focus on building individual assertiveness skills to help vulnerable inmates in decision-making on the identified HIV risk behaviors in Prison. The strategy uses a participatory approach that allows individuals to reflect on personal risk factors and to use the communication and behavioral tools that will be made available to them through the program, to avoid risk behaviors.

Integrating the GESHA Program in Private Sector Workplace HIV/AIDS Programs: The implementation of the GESHA program the private sector and the defined tourism PPP communities is designed slightly differently in that the program is integrated into the peer

education program and has become part of the peer educator training program. This is aimed at facilitating expansion of the GESHA program to several workplaces, thereby opening up discussions on the drivers of the HIV epidemic in Zambia, including Multiple Concurrent Sexual Partnerships (MCP), Alcohol abuse, and sexual violence against women and girls, in the context of the gender, sexuality and the cultural environment and therefore assist workplaces and communities to develop HIV interventions that are relevant to their local situations in addressing these drivers.

Positive Action by Workers (PAW): The visibility of People living with HIV in the workplace is very minimal to nonexistent in many workplaces. SHARe II is building on the previous success of the innovation of integrating the PAW program into the peer education program to raise awareness in workplaces of the importance of safely providing opportunity for people living with HIV to get involved in HIV/AIDS programs as peer educators. During the last quarter, SHARe II supported Public sector ministries came together to review the PAW activities and plan further implementation and scale up of the program. An engagement meeting for PLHIV partners from various Government and Civil Society organizations that are involved in PLHIV activities was held. During the quarter under review the SHARe II supported Public sector ministries have been mobilizing PLHIVs with the view to get them trained in PAW. The PAW training curriculum has been completed and is due for pretest in the next quarter. The Ministry of Home Affairs has the biggest and most active PAW groups. These groups are mainly on the Copperbelt, in Lusaka and in Chipata. The Zambia Prison Service has integrated the PAW strategy in prison and has built strong PAW teams among inmates and with most of the peer educators selected from among PAW members. The Zambia Prison Service now allows HIV/AIDS education in the cells as one of the ways reaching the inmates during their lock-in times (when inmates locked in their cells)

Ministry of Home Affairs Workplace HIV/AIDS Programs

The Ministry of Home Affairs (MHA) comprises several departments namely: National Registration and Passports; Drug Enforcement Commission; Immigration Department; Zambia Prison Service; Zambia Police Service; Police Complaints Authority; Commission for Refugees; and the MHA Headquarters. This forms a total Ministry population of 20,248 staff in addition to 16,000 prison inmates. MHA management is worried that the death rate in the Ministry is beginning to rise and they report that most of these deaths are HIV-related. Management has requested SHARe II to hold sensitization meetings for its senior staff before working with the rest of the staff begins. The idea is to get management support by getting managers to appreciate what goes on in the HIV/AIDS peer education program and how they can support the program. A meeting to this effect is planned for the next quarter.

Support to the Zambia Police Service Workplace HIV/AIDS Programs: The Zambia Police Service (ZPS) is the biggest department in the ministry and has been the most active in implementing workplace HIV/AIDS activities. The police management including the secretariat has changed. There is a new, Inspector general, new Medical director and acting officer for the HIV/AIDS secretariat. SHARe has to re engage with the new management and so things are going well. The new management has welcomed SHARe II to work with the service and provide the needed support and skills in HIV/AIDS programming. The new management has asked SHARe II to focus on the more at risk segment of their staff in the mobile department of the police. A

meeting is scheduled for in the next quarter to discuss and plan out the modalities of doing this. However in the period under review SHARe II supported the training in GESHA in Chipata, and Kitwe. These were initial sensitization meetings to introduce the program and seek local management buy in. The meetings created a strong desire for these districts to get the program on the ground. Participation included some staff from management and their spouses as well.

Support to Zambia Prison Service Workplace HIV/AIDS Programs: The Zambia Prison Service acknowledges that HIV is a serious health threat for Prison population in the country, and presents significant challenges for Prison and Public Health authorities and government. HIV/AIDS complicates and exacerbates already poor prison conditions, such as overcrowding and poor nutrition. The current inmate population in the Zambian Prisons is 16000 – 17000 and 40% of this population comprises inmates on remand.

During previous quarters SHARe II supported the development of strategic and operational plans for the Zambia Prison Service Health Services Directorate. The Zambia Prison Service has already started implementing some of the activities aimed at strengthening the Health Services Directorate and addressing HIV/AIDS issues around the following thematic areas: Intensifying prevention; intensifying treatment; mainstreaming the gender and sexuality approach into the ongoing HIV/AIDS interventions; mitigating the socio-economic impact of HIV/AIDS; strengthening decentralization and mainstreaming of HIV/AIDS; monitoring, evaluation and research; and advocacy and coordination

Support to the Immigration Department: The immigration department is the fourth largest department in the Ministry and covers most of the Zambian borders. Like their colleagues in the Zambia Prison Service and Zambia Police Service, Immigration Department border staff lives in camps, albeit smaller ones. SHARe II has had discussions with the department management to plan out a strategy for reaching out to staff along the border towns of Livingstone, Nakonde, Chilibombwe, Chirundu, Siavonga, Kasumbalesa and Chipata. The HIV/AIDS program is currently weak in the department due to lack of a program coordinator. SHARe II has discussed the importance of the program with both the management of the department and that of the ministry. A senior staff has since been appointed to coordinate the program alongside a PLHIV person who has been pushing the program to do something in the past. The focal point person for the ministry is working closely with the department to improve its HIV/AIDS programming.

Support to the Drug Enforcement Commission (DEC): The HIV/AIDS program has had challenges in this department because the local management was not supportive to the program. Although resources were available to run the program, the moneys often got returned to the treasury. There has been frequent change in coordinator's office and this has not helped the program at all. There is however now new management at DEC, which is more sympathetic to the workplace HIV/AIDS program. DEC will attend a sensitization meeting that has been planned for all the senior staff in the ministry and its departments at the request of the permanent secretary. The Ministry focal point person has also been asked to facilitate the appointment of a coordinator for the DEC.

Support to the National Registration and Passports Department: This is third largest department and covers all districts. SHARe II will work with the headquarters in Lusaka and some selected provincial headquarters. SHARe II initial discussions with management went on very well.

The department has a good working workplace HIV/AIDS program but need technical support to ensure technical soundness. The department has a lot of young and highly mobile staff. Unlike the Zambia Police Service and Zambia Prison Service staff, staff in this department does not live in camps. Peer Education therefore becomes the most suitable approach for workplace HIV/AIDS program implementation. SHARe II and the MHA will seek to intensify peer education to ensure quality HIV/AIDS programming.

Ministry of Finance and National Planning Workplace HIV/AIDS Programs

During the previous quarter, SHARe II held initial planning discussions with the permanent secretary of the ministry and got concurrence for strengthening the workplace HIV/AIDS programs. A sensitization meeting with management as planned for the quarter under review, to obtain senior management buy-in. However, since the last initial planning discussions with the MOF PS where it was agreed to partner with SHARe II on workplace HIV/AIDS programs, the ministry has been very busy in the period under review due the public sector reforms. There is now a new agreement that we intensify activities in the next quarter. The focal point person with technical support from SHARe II has already organized and prepped the staff about the program. The PS would like the senior staff to be part of the program and a sensitization meeting is planned in the next quarter. SHARe II also plans to link with the ministry's PPP unit and explore how this collaboration can create synergies for the Tourism HIV/AIDS PPP.

Ministry of Commerce, Trade and Industry Workplace HIV/AIDS Programs

The Ministry of Commerce, Trade and Industry (MOCTI) has five statutory bodies namely: Competition and Consumer Protection Commission; Zambia development Agency; Weights and Measures Agency; Citizens' Economic Empowerment Commission; Patents and Companies Registration Agency; and Zambia Bureau of Standards. The ministry and its board have a committee on HIV/AIDS that incorporates the coordinators from the boards. SHARe II provided training to the 23 program coordinators from the Ministry headquarters and the statutory bodies on HIV/AIDS program management and coordination. All the boards and the ministry HQ were represented at the training. The teams went back to their respective organizations to mobilize staff that will be trained as peer educators in 2012.

Ministry of Labor, Youth, Sports and Gender Workplace HIV/AIDS Program

Since the Ministry of Labor and Social Services was merged with large Ministry of Youth and Sport Development to form the Ministry of Labor, Youth, Sports and Gender, SHARe II has been seeking an engagement meeting with the new management, but the ministry has been very busy working on the restructuring. SHARe II had an initial meeting with the management of the then Ministry of Labor and Social Security and obtained buy-in for the program, but the management has since been changed creating a need for re-starting the engagement process. However the focal point person has not been changed except that there are now two focal point persons and the ministry has not yet decided how the office of the focal point persons will function. A new PS has been appointed and SHARe II will have a meeting with him early next quarter.

Ministry of Agriculture and Livestock Workplace HIV/AIDS Program

The Ministry of Agriculture and Cooperatives has been merged with the Ministry of Livestock. The ministry has a large distribution of staff throughout the country. However SHARE II will work closely with the Ministry HQ and the provincial capitals on the workplace HIV/AIDS program. During our initial meeting with management, they indicated that they want to strengthen the Agriculture extension workers/ HIV/AIDS workplace program since these operate from far-flung areas where access to HIV/AIDS information is scarce. Another area of concern is the HIV/AIDS work with the fishing industry in the Ministry, which they have noted is a high sexual risk behavior occupation, and would like support to combat this. SHARE II worked with the ministry to visit some of these areas of concern in Mongu. SHARE II is looking at ways and strategies that will help provide effective programs for these populations. The GESHA program is one of the strategies that SHARE II will employ in addressing these challenges, alongside the peer education program.

Ministry of Justice Workplace HIV/AIDS Program

As the case is for all ministries, the period since September 2011 has been an extremely busy one for the Ministry of Justice (MOJ) and SHARE II has not yet had an opportunity to meet with its senior management. However discussions with the HIV/AIDS Focal Point Person (FPP) have been held, and through the FPP, the Ministry has requested that SHARE II includes the Judiciary in its support to the Ministry's workplace HIV/AIDS program. SHARE II has already been in touch with the Judiciary, and plans are under way to strategize how the workplace program will impact on the Judiciary workforce. Due to the nature of the Judiciary departments the SHARE II workplace program is working collaboratively with the SHARE II Legal and Policy unit to ensure a coordinated approach and implementation strategy that equips with the judiciary with necessary skills and information to assist in their adjudication of HIV-related cases, while at the same time work on building staff capacity to address HIV/AIDS in their own lives.

Ministry of Transport, Works, Supply and Communications Workplace HIV/AIDS Program

The two ministries of Works and Supply and Transport and Communication were merged into one, after September 2011. The Ministry is largely based in Lusaka with a small staff in the districts and provinces. SHARE II had initial engagement meetings with both of them before they were merged to agree strategy for implementation of workplace HIV/AIDS programs. An introductory meeting with new Ministry has been held, where it was agreed that SHARE II would support the HQ workplace HIV/AIDS program. It was also agreed that SHARE II would provide technical support for the implementation of the Transport Department workplace HIV/AIDS program and also provide technical support in implementation of the Road Contractors workplace HIV/AIDS program of the new Department of Works and Supply. Currently the Transport Department has a workplace HIV/AIDS policy and the Ministry superintends over its coordination and supervision, but a committee comprising of transport sector stakeholders does program implementation. The Road Contractors' workplace HIV/AIDS program is meant to get all contractors working with the Departments of Works and Supply to incorporate an HIV/AIDS component for the casual workers they employ and the Ministry provides checks and balances. However they need specific HIV/AIDS programming skills to be able to do this and have asked SHARE II to help facilitate this

aspect. The Ministry has however agreed that the work should continue even though the HIV/AIDS office is undergoing restructuring.

Objective 4: *Strengthen collaboration and coordination of HIV/AIDS activities with the GRZ, USG funded partners, and other stakeholders*

Under this objective, SHARe II will provide technical assistance to GRZ through NAC to improve collaboration and coordination of the HIV/AIDS response across multiple partners and stakeholders, including providing support for joint-planning, developing and maintaining a monitoring system that will track leadership, legal and policy environment strengthening, coordinating structures strengthening activities, and support to improve monitoring and evaluation for national HIV/AIDS activities.

I. *Support Joint Planning with and Buy-in of Programs of HIV Implementers and Stakeholders to GRZ Plans and Strategies*

With a mature HIV/AIDS epidemic that has stabilized at a very high HIV prevalence rate, and with limited resources to manage the response, there is a high premium on efficient and effective response coordination and management to ensure quality and equitable service provision to PLHIV and those affected by the epidemic, and to break the cycle of HIV transmission and prevent new infections. To achieve this, there is need to have a clear and publicized HIV/AIDS response strategy, backed by an effective system of communication and information flow between the MOH and NAC on the one hand and other key stakeholders in the response including donors, NGO implementing partners, civil society, the private sector and the public sector.

SHARe II believes that some of the current coordination and management challenges in NAC are related to inadequate communication with donors, implementers, GRZ and other players. We will support NAC to host regular stakeholder meetings (2-3 times per year) at the national level and in selected focus districts to provide updates on the state of the national and local HIV/AIDS responses, respectively, and gather input from participants to help improve performance.

The expected result from this support is that donors, implementers and other key players in the response, at both national and sub-national levels, will become more aware of the policy, strategic, operational expectations and milestones of NAC in the HIV/AIDS response, and align their policies, strategies, and action plans to NAC through joint planning, and regular and improved communication.

Support to NAC Coordination of the National HIV/AIDS Response

During the previous quarter SHARe II developed and submitted a concept paper on the implementation of the HIV/AIDS Stakeholders Forum. During the quarter under review, SHARe II followed-up with NAC to work on next steps – NAC has not yet made a decision on this. SHARe II will continue following up when a new NAC DG is place.

III. Monitoring and Evaluation

During the quarter under review, the fourth team member joined the unit as the M&E Specialist in July 2011. Each of the four technical task teams has a dedicated M&E staff member assigned, acting as part of the technical team in an effort to integrate the M&E as part of all project activities. The communications and documentation specialist position remains open despite two hiring efforts because the potential applications have not met the requirements of the position.

SHARe II provided technical support to external partners and to SHARe II Secretariat technical units as reported below:

M&E Support Activities to the SHARe II Secretariat Units

During the quarter under review, the M&E team provided support for technical activities including development of data collection forms for activity tracking, participating in M&E training, and preparation of data for the 2011 APR and COP processes. Additionally, the M&E team conducted additional quantitative and qualitative Baseline data collection for SHARe II.

As part of the routine data management support to the secretariat, the M&E Unit piloted the project data management system, which aims to improve SHARe II's efficiency in data and program management. The database was used during the work planning process for 2012 and it is expected that the system will be fully operational in the upcoming quarter.

The M&E Baseline data collection for the employees Knowledge Attitudes and Practices (KAP) and HIV Focal Point Persons Situation Analysis (SA) was conducted in selected private and public sector workplaces during the reporting period and was completed on December 7, 2011 with 674 KAP surveys from the various work places across the country and 24 surveys for the SA. This data collection effort will be supplemented by the endline SHARe I KAP and SA as it used the same tool and was conducted in workplaces that continue to be supported by SHARe II and its partners. The workplaces included in the study were 8 from the public sector, 5 from private sector SHARe II directly supported and 12 from the private sector supported by ZHECT. The study was conducted in all the provinces apart from Luapula and Western. (*Note that the final N may drop slightly after data are cleaned.)

KAP and SA data were data entered during this time period, and we expect analysis and reporting to be completed during the first half of 2012.

As part of the study there were three focus group discussions (FGD) targeting the PLHIV, 2 for NZP+ and 1 for PAW in the public sector. A fourth group is planned with a PAW group in Lusaka but was delayed to allow for the public sector to settle down after the general election and subsequent Ministerial structural changes. Furthermore, to get more insight in the PLHIV activities and programs in the public sector, there is a structured questionnaire that will be self-administered to the focal point persons/coordinators during the upcoming quarter as part of the baseline study.

M&E Support to SHARe II Partners

LEAD: SHARe II supported LEAD in data collection and reporting by revision of data collection tools. In order to build capacity, SHARe II included a member of staff from LEAD as a research assistant in KAP/SA baseline data collection conducted during this quarter.

ZARAN: The M&E team provided support to ZARAN and the Task I team as they developed tools for data collection. Efforts are ongoing.

ZINGO: The M&E team provided support to ZINGO to develop tools for data collection, and helped to design and conduct the ZINGO training of program managers in Results-based Management (RBM) held from, October 12-14, 2011.

ZHECT: SHARe II worked closely with ZHECT during the baseline data collection for the KAP and SA, in private sector companies.

IV. Finance and Administration

Contract Award, Planning & Budgeting

The contract was signed by USAID on November 9, 2010 and by JSI on 15 November 2010. The obligated amount received on award is \$5,950,000 to fund the project beyond December 2011. As at the end of this reporting quarter, the project is very close to exhausting the obligated funds and anticipates receiving a further obligation from USAID before 12 February 2012 to ensure uninterrupted project activities.

Portfolio Review

SHARe II submitted portfolio review summaries as requested to USAID early November 2011 and attended a portfolio review with USAID on 12 November 2012. At this review, the SHARe II senior management team presented a summary of the projects' accomplishments, successes and challenges to date to a USAID team comprising the SO9 Team Leader, Ms Ky Lam; the SO9 Deputy Team Leader, Ms Cynthia Bowa; Acquisition Specialist, Mr Shahid Pervaiz; M&E Specialist, Mr Justus Kamwesigye; and SO9 team member, Mr Abeje Zegeye. The SHARe II COTR, Ms Ngaitila Phiri, was on leave at the time and did not attend the review.

SHARe II Work-Plan

SHARE conducted annual strategic and work planning during November 2011 and developed a detailed workplan for 2012. SHARe II submitted the Annual workplan including the proposed detailed travel schedule for 2012 to USAID on December 15, 2011. SHARe II proposes to begin implementation of the submitted workplan beginning 1 January 2012 whilst awaiting COTR approval of the same.

Staffing and Recruitment

Key Personnel

All key personnel remain in post and no changes in key personnel are envisaged in the near future.

Other Local Hire Staff

The local staff changes during the quarter are summarized below:

Drivers: A candidate for the final driver position has been identified and offered the position with SHARe II. It is anticipated that the new driver will start work before the end of January 2012

Senior Manager Policy & Legislation, and Policy Manager: Regarding the vacancy following the departure of the former Senior Manager Policy and Legislation, it is proposed that the current Legal Manager may now, with training and support in the area of policy from the current DCOP Programs, be promoted to a senior manager position. During the reporting period, the recruitment for a replacement Legal Manager was ongoing and a suitable candidate was identified. SHARe II has since submitted a salary approval request to USAID for this position. Despite conducting interviews, no suitable candidates have yet been identified for the Policy Manager position and the search for a suitable candidate continues.

Advocacy and Community Mobilization Manager & Gender Integration Manager: During the reporting period both the Advocacy and Community Mobilization Manager & Gender Integration Manager resigned and left the project during the quarter. The project has begun the recruitment process for replacements and is currently considering the option of combining these two positions into one Gender and Advocacy Manager. A potential candidate has been identified and if necessary, approval requests will be submitted to USAID.

Communications and Documentation Manager: The recruitment process is ongoing for this position. To date no suitable candidates for full time hire have been identified. The project is looking into the option of hiring interns to assist in this area in the meantime.

Finance and Administration Manager & Administration Manager: SHARe II has revised the job descriptions in the Finance and Administration Department by changing the Finance Manager position to Finance and Administration Manager. This aims to benefit the project by providing better supervision and oversight over the administration department, and also creates a position that is able to deputize and understudy the Finance and Administration Director position. A new Administration Manager joined the project during the quarter.

Procurement: Vehicles and Equipment

Project Vehicles

All project vehicles including the motorbike for the Community Outreach Officer in Livingstone are fully registered and in use. The vehicles allocated to ZHECT and ZARAN per their approved budgets have also been handed over and being used for the SHARe II programs.

Computers and IT requirements

SHARe II received USAID approval for the purchase of IT equipment, (including server, computers, printers, telephones and the installation of local area network) during the period. SHARe II obtained and analyzed updated supplier quotes and placed orders for most items during the quarter. Some items were delivered and installed during the same quarter and it is anticipated that delivery and installation of all remaining items will be in place before the end of the forthcoming quarter.

Sub-Partners

Local Sub Partners: ZHECT, ZINGO, LEAD Zambia, ZARAN

Activities under grants to ZINGO, LEAD, ZHECT and ZARAN were ongoing during the quarter under review.

Financial Management Reviews: Financial Management Reviews were conducted for each of the four main sub-partners during the quarter, with the aim of assessing and identifying any areas of weakness in the financial management systems. Immediately following each review, a full report/management letter was issued to each of the sub-partners to highlight and describe the findings, noting the risk, and recommendations pertaining to each issue raised. Opportunities have been provided for sub-partners to respond to the issues raised and subsequent meetings have been held to discuss these with three of the four grantees.

Participation in SHARe II Strategic Planning: Part of the annual strategic and work planning process undertaken by SHARe II during the quarter, involved key staff from the four sub-partners to ensure their input into and their understanding of the 2012 work plan. Following the planning meeting, all sub-partners were requested to submit workplans and budgets for the 12-month period from 1 January to 31 December 2012 by the 9 December 2011. Thereafter SHARe II review, feedback and negotiations were ongoing. As at the end of the reporting quarter none of the 2012 sub-grants have been signed; it is anticipated they will be finalized and signed in January 2012.

ZHECT USG Audit: Despite the fact that ZHECT has begun the process of contracting an audit in accordance with the USAID “Guidelines for Financial Audits Contracted by Foreign Recipients (Guidelines),” and all prime partners agreed and signed a Letter of Understanding to agree how the Prime Partner supervision of this audit will be coordinated, the delays continue. The selection of auditors and agreement of terms has still not yet been finalized pending the lead prime partner seeking USAID approval, before they will authorize the audit to continue.

Partner IT and Computer Equipment: The computer equipment approved in each of the sub-partners budget was included in the USAID IT procurement approval received and orders were placed for all items during the period.